SHG ADVISORS
Strategic High-Impact Guidance for Social Change

LIFT ACADEMY

Learning Initiative for Fighting Homelessness Together

May 20th, 2025

Today's Schedule

- Overview of the LIFT Academy
- The State of Homelessness
- Intro of the 3 Pillars
  - Programmatic Excellence
  - Funding Sustainability
  - Intentional Inputs
- Panel with Funders
- Breakout Groups
- Closing
- Networking Event (Optional)

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Housekeeping

LIFT ACADEMY
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Welcome to…

LIFT ACADEMY

Learning Initiative for Fighting Homelessness Together

SHG ADVISORS

Strategic High-Impact Guidance for Social Change

COLORADO

Department of Local Affairs

Division of Housing

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Your SHG Advisors Team

LIFT ACADEMY
Learning Initiative for Fighting Homelessness Together

Summer Gathercole
Managing Director

Rebecca Mayer

Cassy Westmoreland

Cullen Dilldine

Tanya Smith-Evans

Dan Treglia

Yumiko Dougherty

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Overview of LIFT Academy

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The FAQs of LIFT Academy

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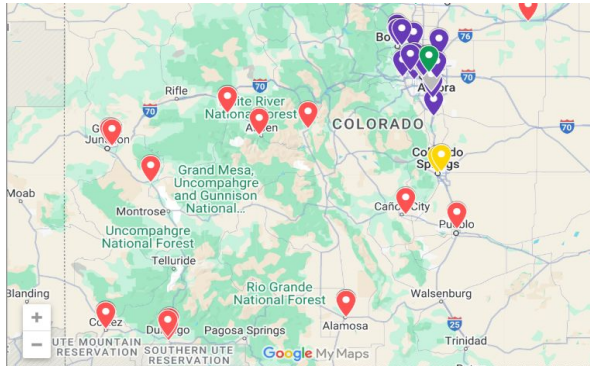
What

- 16-month program geared toward long-term homelessness transformation in participant organization communities

- Through in-person convenings augmented by virtual learning circles, assemblies, and optional one-on-one transformational assistance

Who

- Open to all 64 Transformational Homelessness Response (THR) recipients across Colorado



- Individuals and team representing recipient projects

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The FAQs of LIFT Academy

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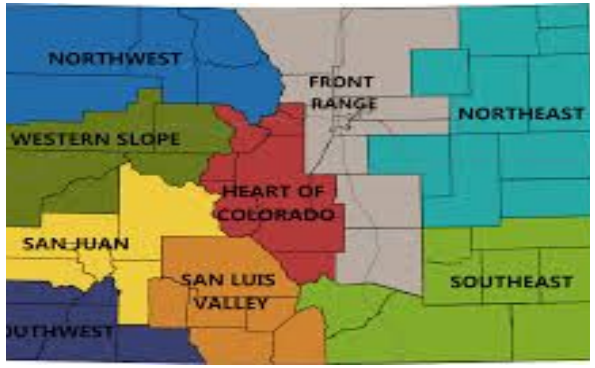
When

- In-person convenings
  - May 20, 2025 and Summer 2026
- Monthly, starting in **June** 2025
  - 1 – 2 hour Virtual Assembly **or** a Learning Circle

Where

- Centralized Colorado locations for in-person convenings
- Virtual settings for learning circles, assemblies, and transformational assistance



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The FAQs of LIFT Academy

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How

- Build a Culture of Transparency, Accountability and Learning:
  - **Evaluation and reflection**: Regularly evaluate impact—not just metrics, but dignity, empowerment, and systemic shifts.
  - **Fail forward**: Create space to learn from missteps. Foster a culture where participants learn from peers – both positive and negative with no judgement.
  - **Transparency**: Share outcomes and lessons with community, funders, and clients. This builds trust and attracts stronger partners.

Why

- To Transform how Colorado addresses homelessness in these uncertain times

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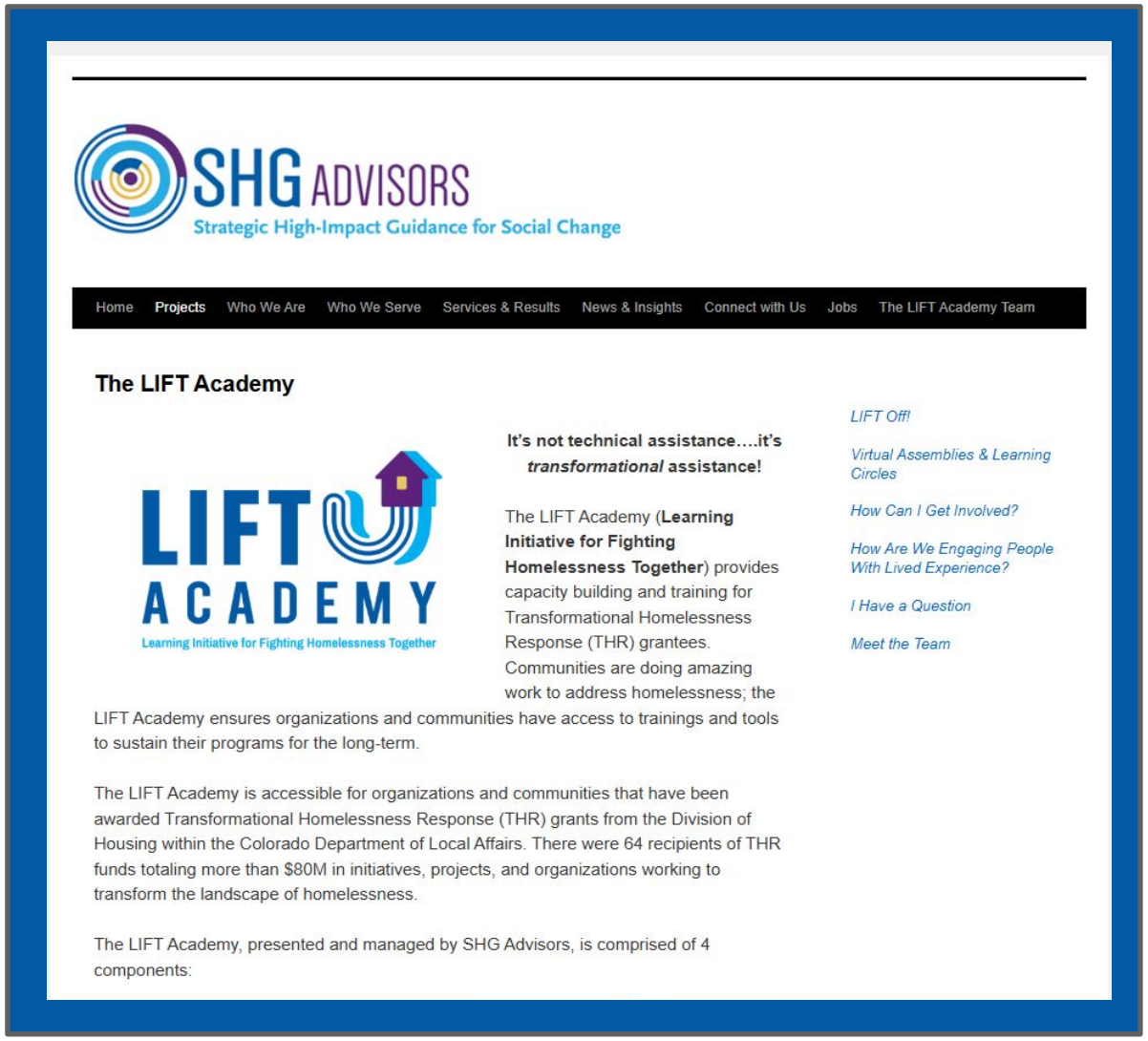
The LIFT Academy Website

https://shgadvisors.com/the-lift-academy/



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Celebrations!

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Review of Colorado Data

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2024 Colorado State of Homelessness Report

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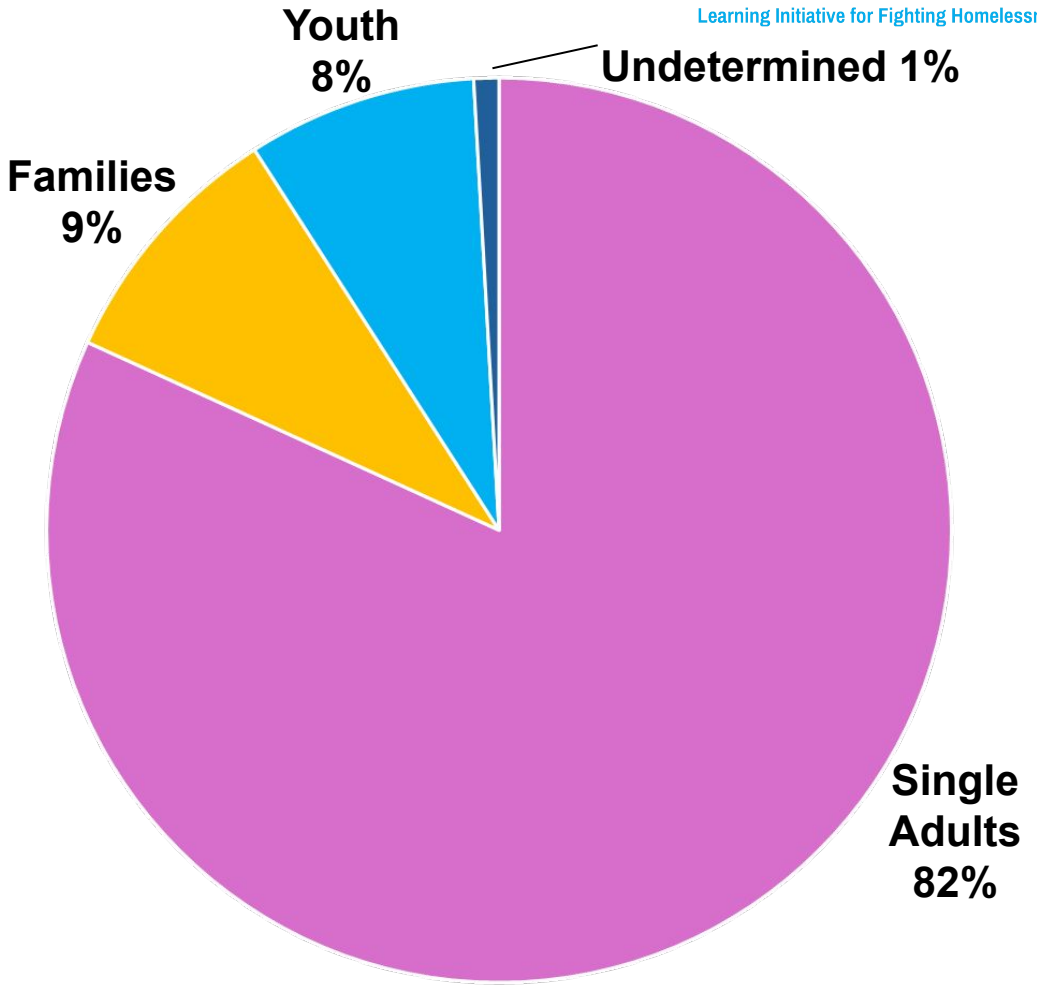
- In 2024, 52,806 people in Colorado sought housing and services related to homelessness through COHMIS partner agencies.

- Of the **45,285 households** seeking housing and services they could be classified as the following:
  - 37,034 single adults (82%)
  - 4,109 families (9%)
  - 3,712 youth (8%)
  - Undetermined (1%)



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2024 Colorado State of Homelessness Report

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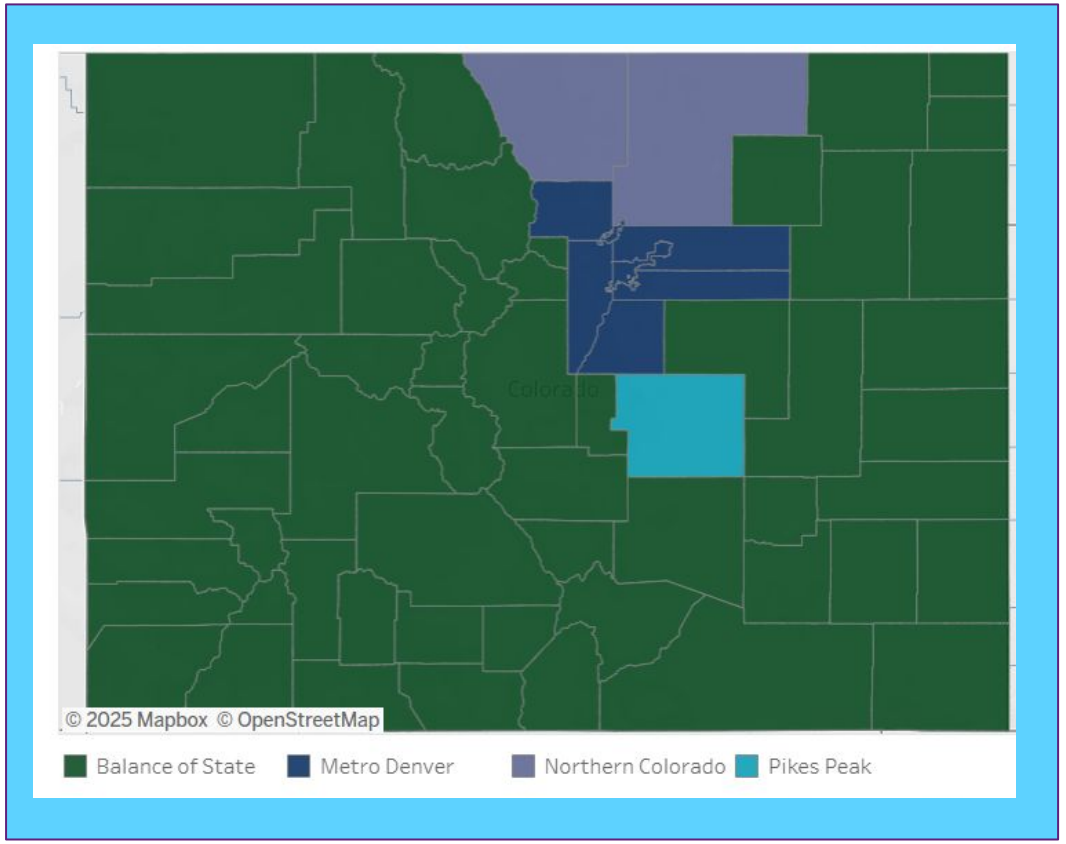
- 15,843 people (30%) were chronically homeless, meaning they have experienced long-term persistent homelessness.
- 8,464(16%) were newly homeless, meaning they are people who received their first project enrollment in COHMIS and are experiencing homelessness for the first time.
- 3,417 (6%) were veterans (a 7% decrease from last year)
- And 28,491(53%) of people reported a disabling condition.



https://www.cohmis.org/soh2024

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2024 Colorado State of Homelessness Report

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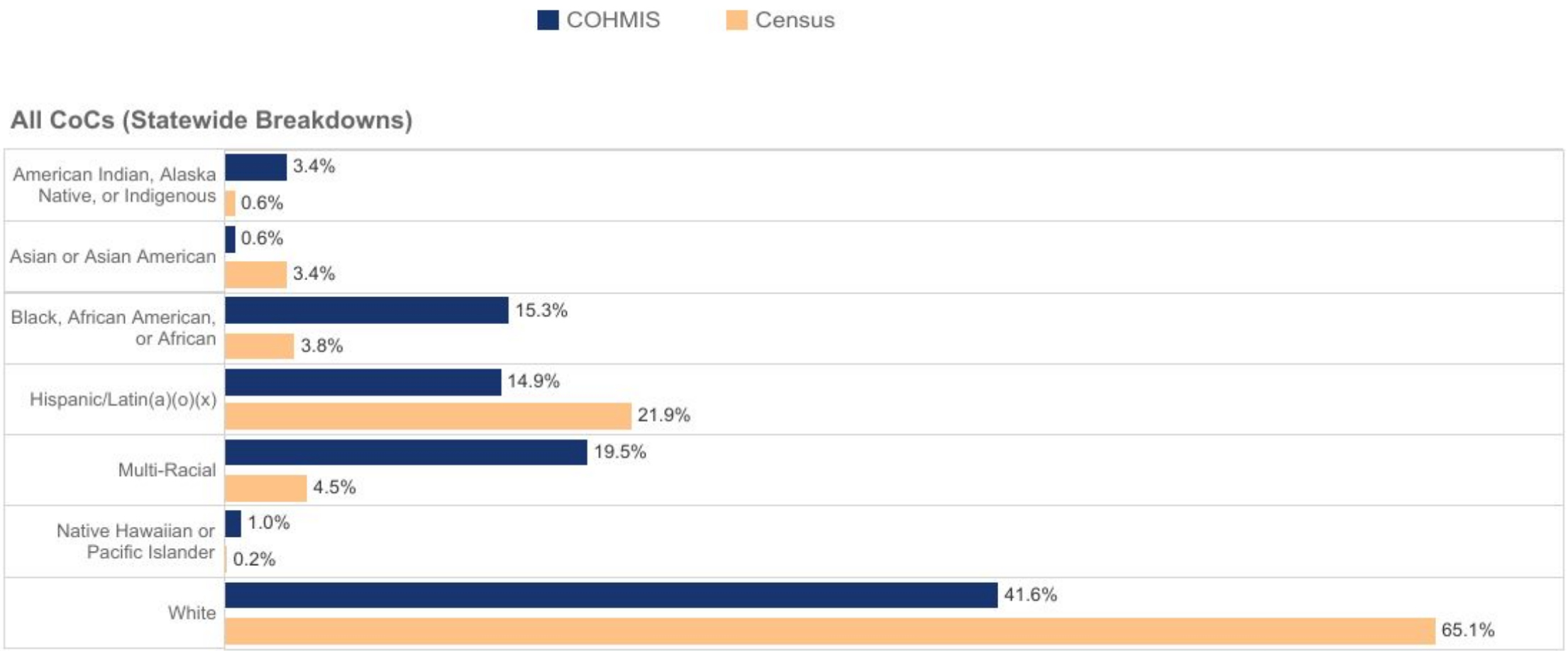
Racial and Ethnic Disparities: COHMIS vs. Census Data



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2024 Colorado State of Homelessness Report

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The Housing System isn't Working for Everyone

- Colorado doesn't have enough affordable homes. To rent a two-bedroom apartment, someone would need to work 2.6 full-time jobs at minimum wage. When housing costs this much while wages stay low, many people can't keep a stable home.

Health and Housing are Connected

- More than half of people experiencing homelessness in Colorado have a health condition that makes daily life harder. Without a stable home, it's nearly impossible to stay healthy. Having a home makes it easier to get and stay well.

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Solving homelessness in Colorado requires bold action and sustained investment across sectors.

To make homelessness rare and brief we must commit to the following:

- Accelerate affordable housing development
- Strengthen homelessness prevention
- Ensure emergency shelter is accessible and effective
- Elevate lived expertise in decision-making
- Enhance data-driven decision-making
- Build bridges across key systems

https://www.cohmis.org/soh2024

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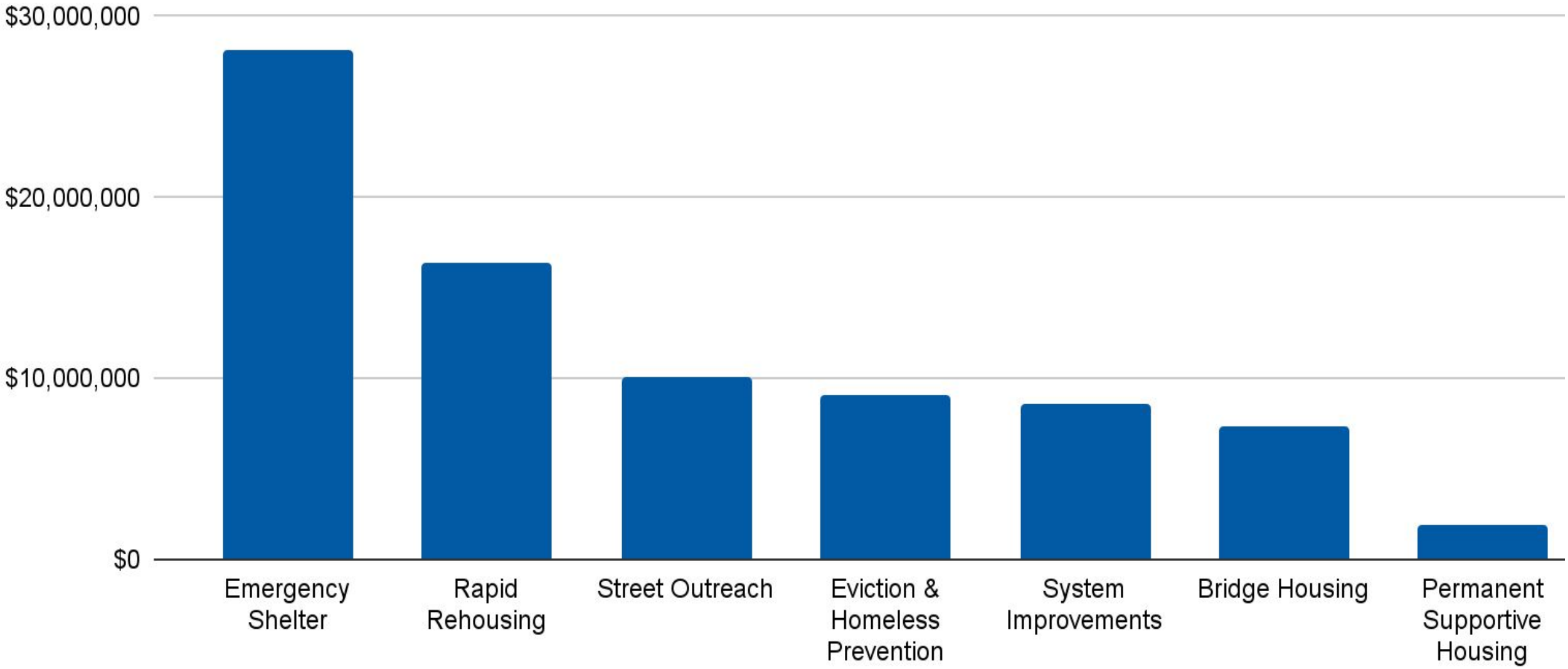
THR Funding by Project Type



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THR Grantees by the Data Continued

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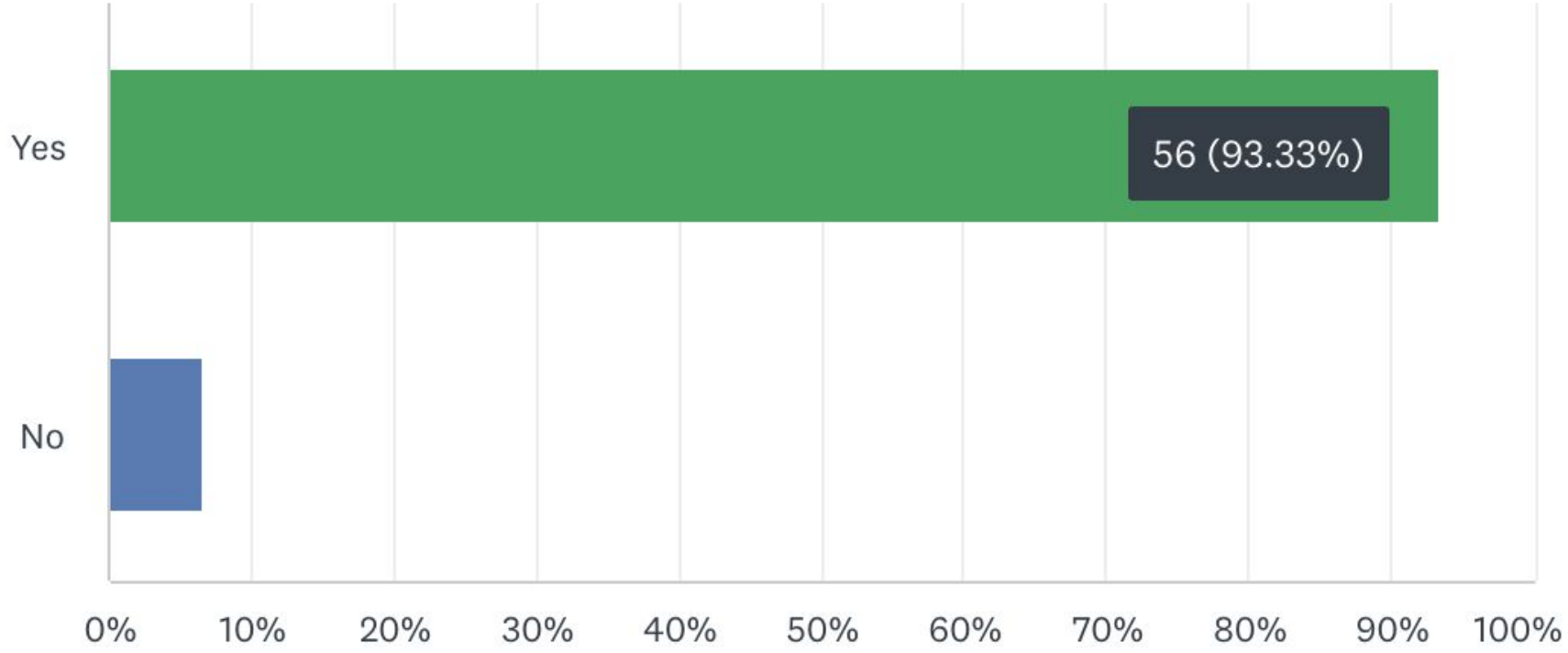
Do you plan to continue the THR-funded project once THR funding ends?

Answered: 60 Skipped: 0



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THR Grantees by the Data Continued

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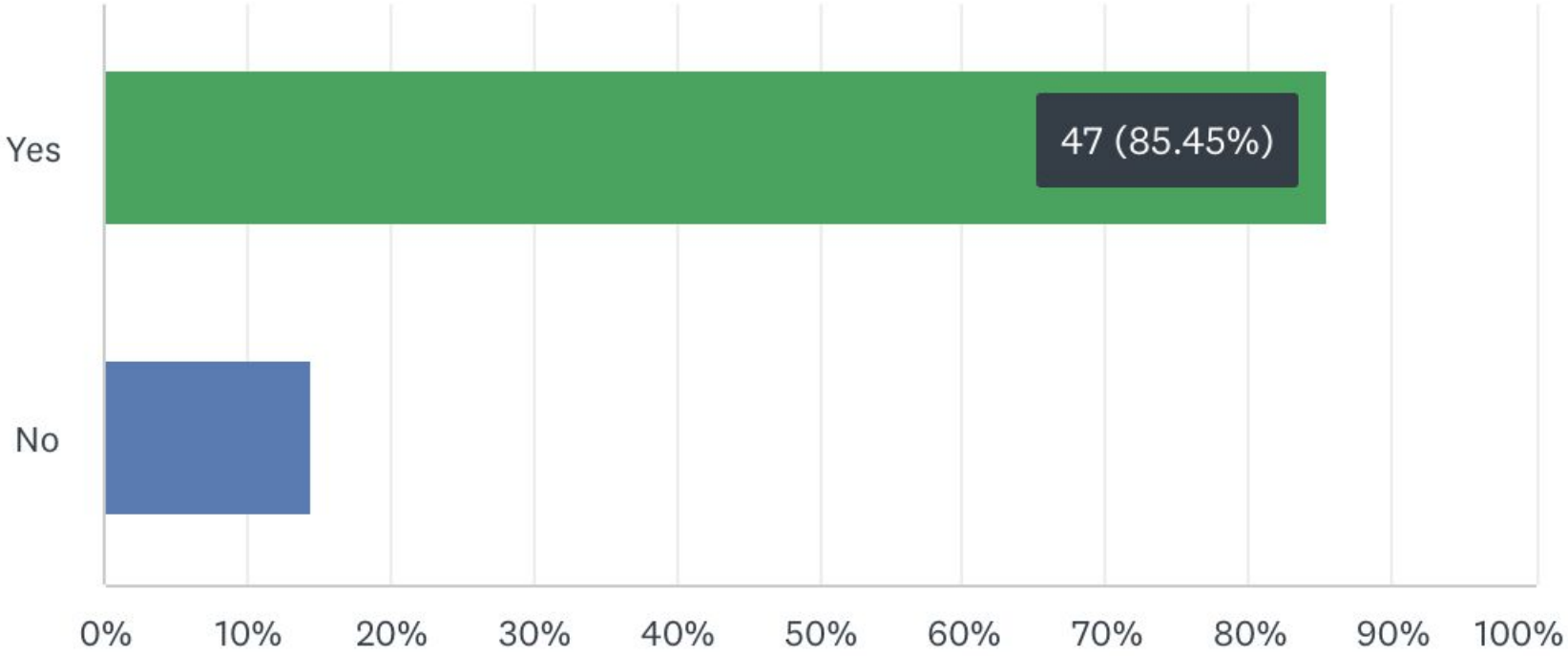
Do you have financial or programmatic concerns about continuing the THR-funded project once THR funding ends?

Answered: 55 Skipped: 5



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THR Grantees by the Data Continued

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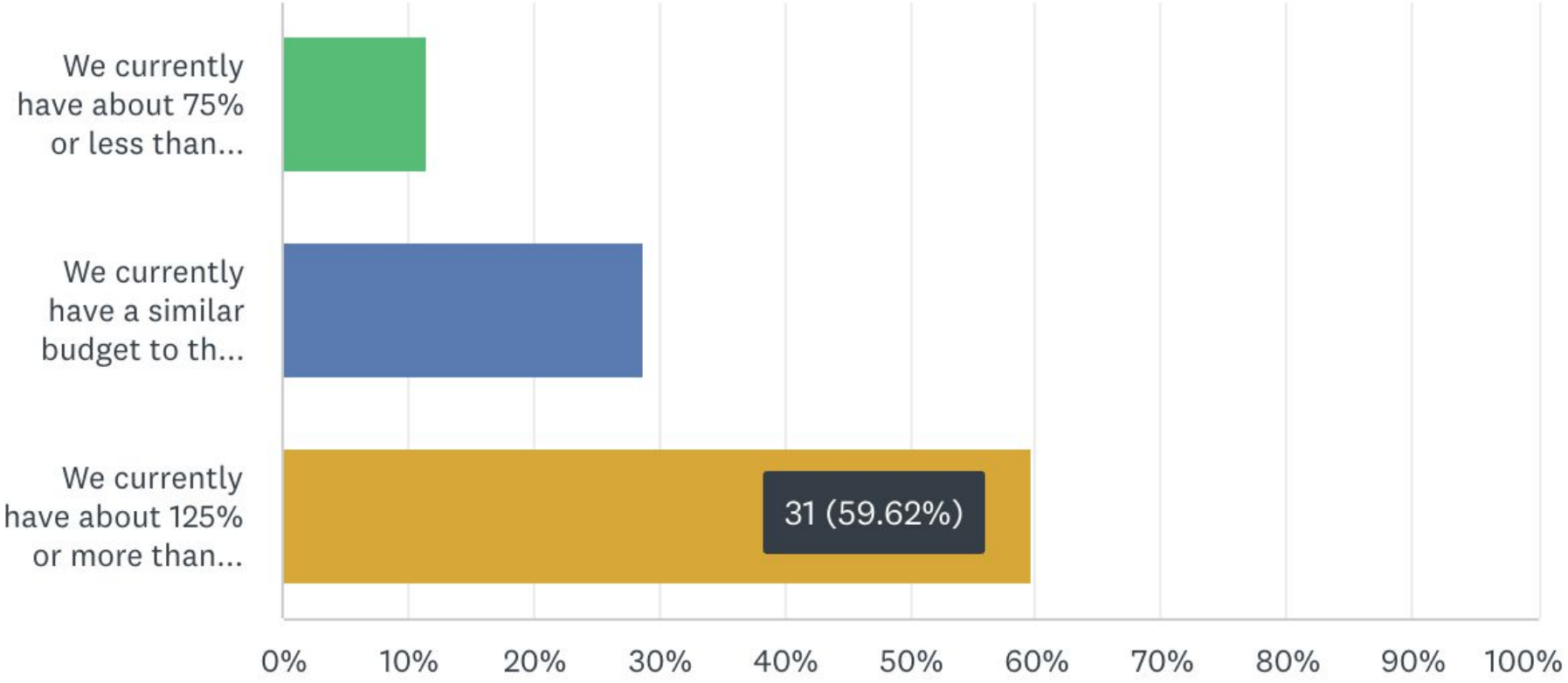
Approximately how much has your organization's budget changed in the last 5 years?

Answered: 52 Skipped: 8



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THR Grantees by the Data Continued

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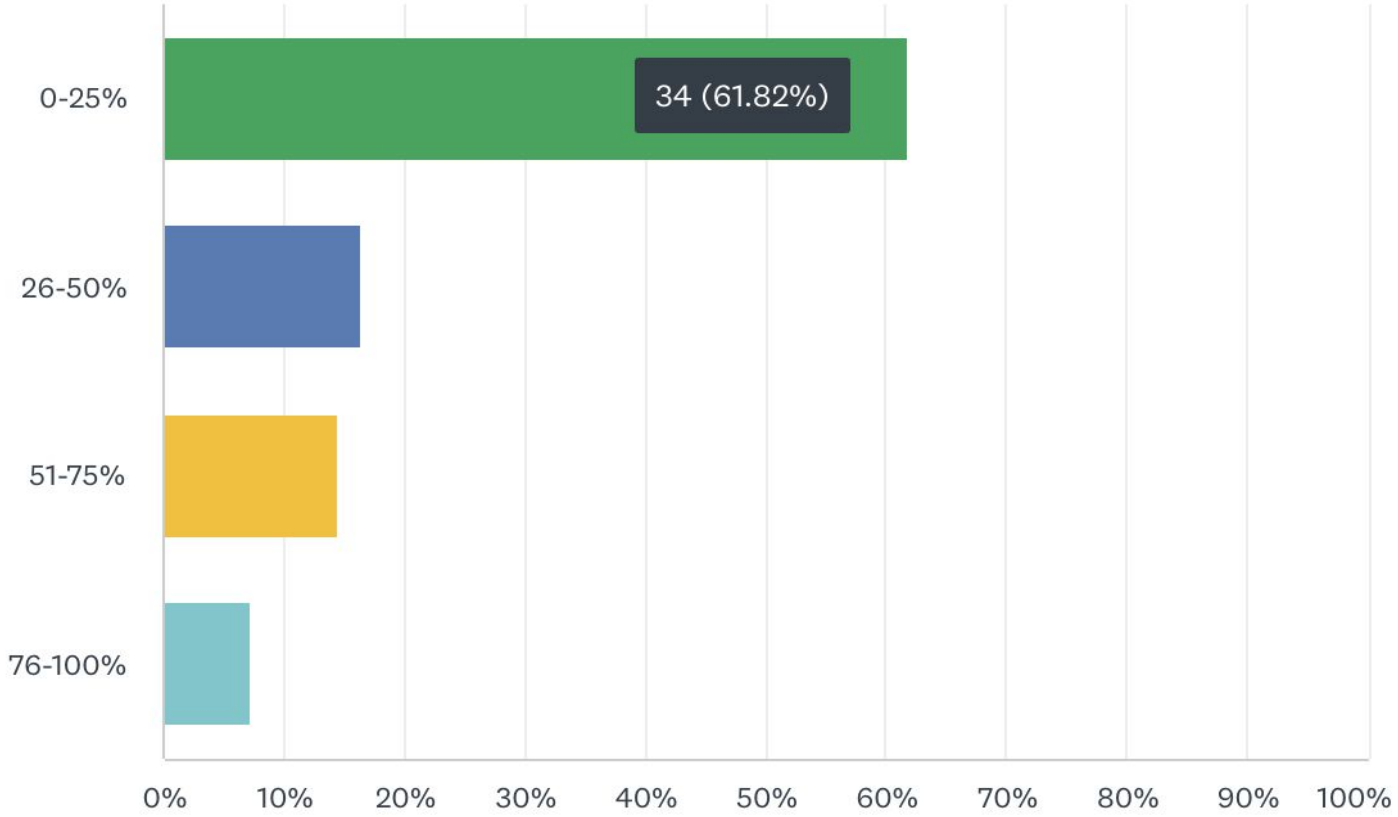
Approximately how much of your organization's homeless programming budget does your THR award make up?

Answered: 55 Skipped: 5



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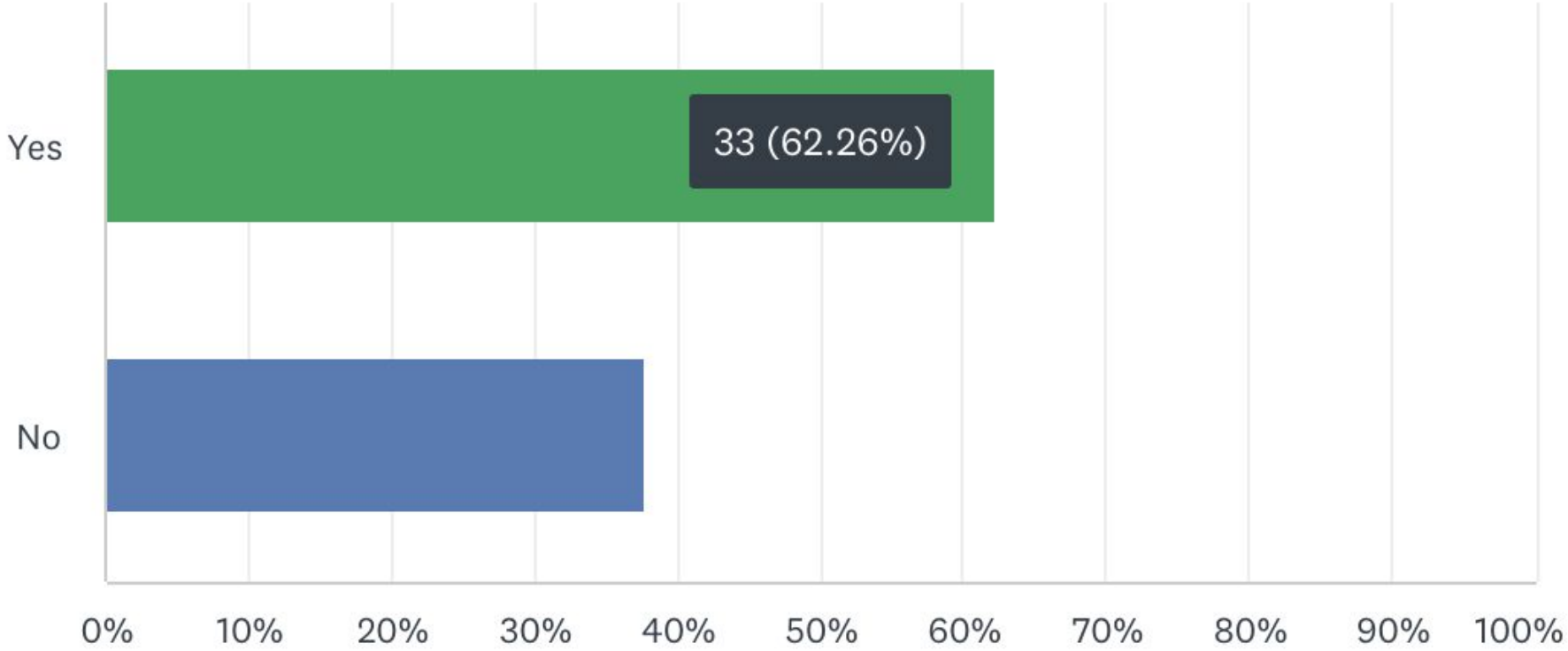
THR Grantees by the Data Continued

Is staff turnover a challenge for your agency? This can be front line staff through executive level staff.

Answered: 53 Skipped: 7



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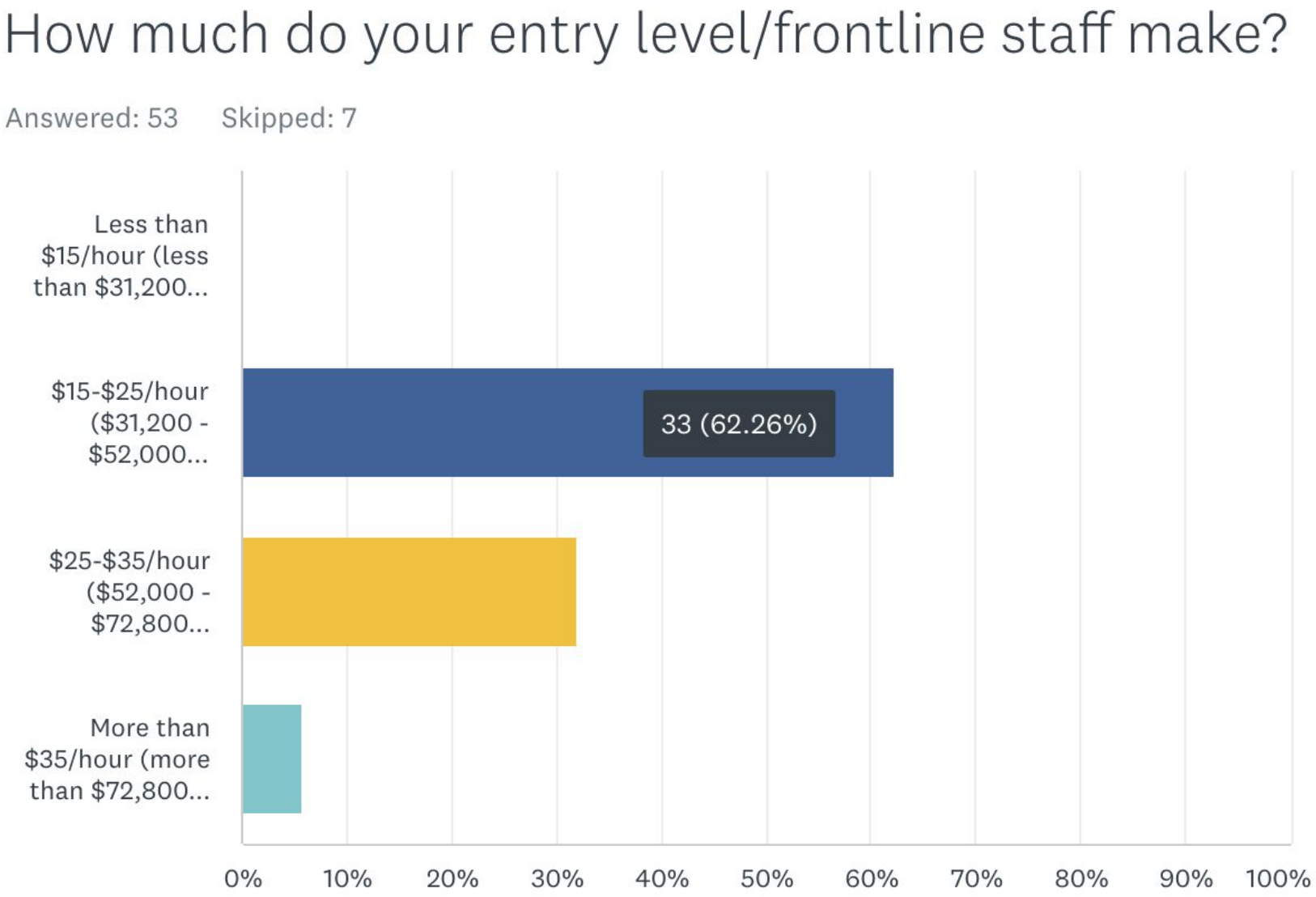
THR Grantees by the Data Continued



According to ZipRecruiter, the average college graduate in Colorado can make $71/hour.

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THR Grantees by the Data Continued

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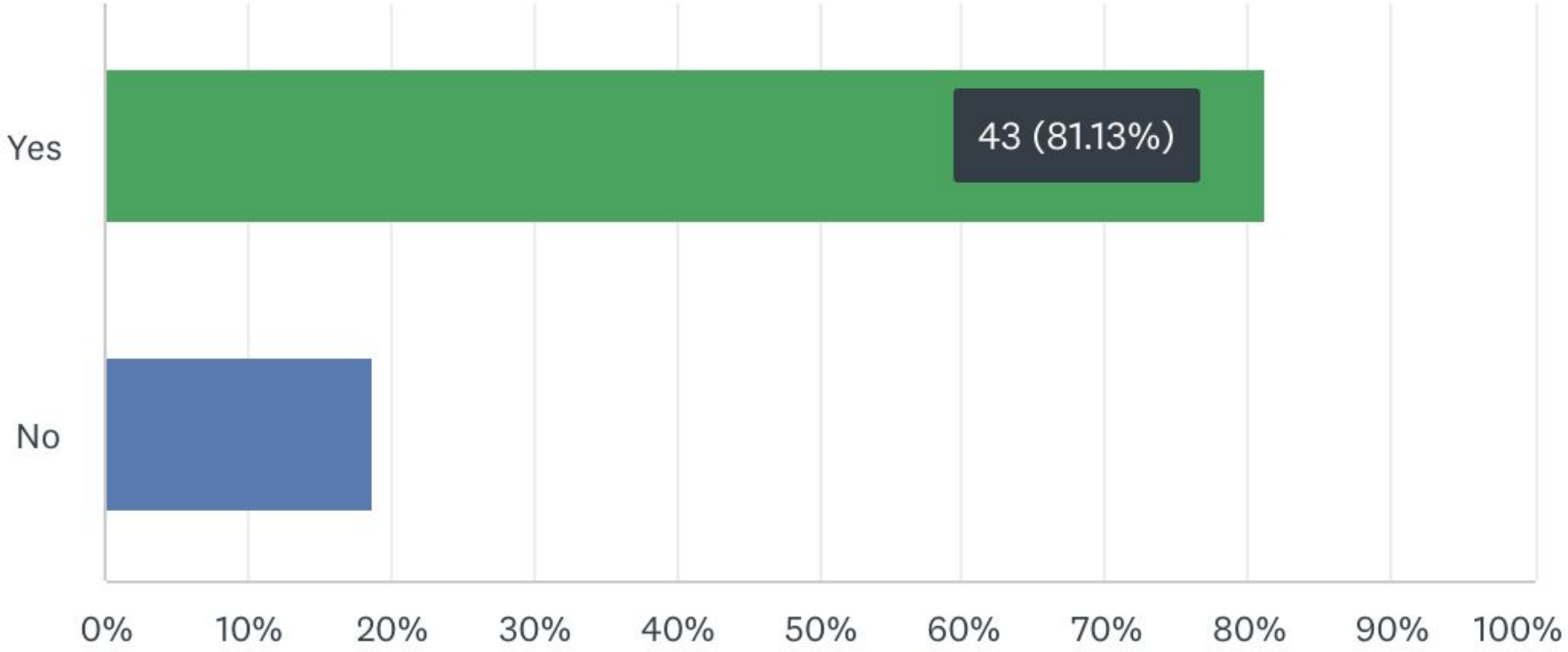
Would your program like to expand your current use of data?

Answered: 53 Skipped: 7



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THR Grantees by the Data Continued

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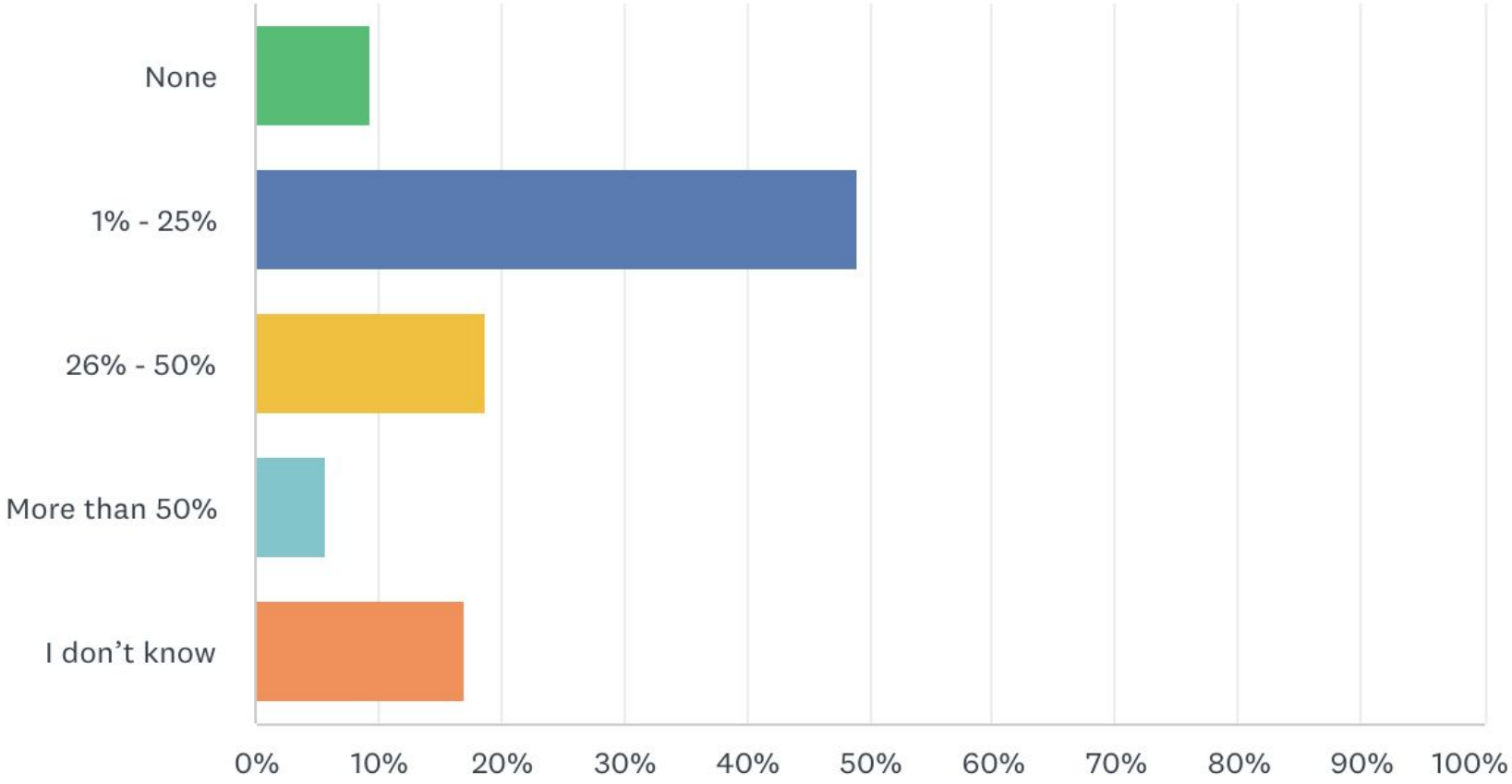
How many people on your staff have experienced homelessness?

Answered: 53 Skipped: 7



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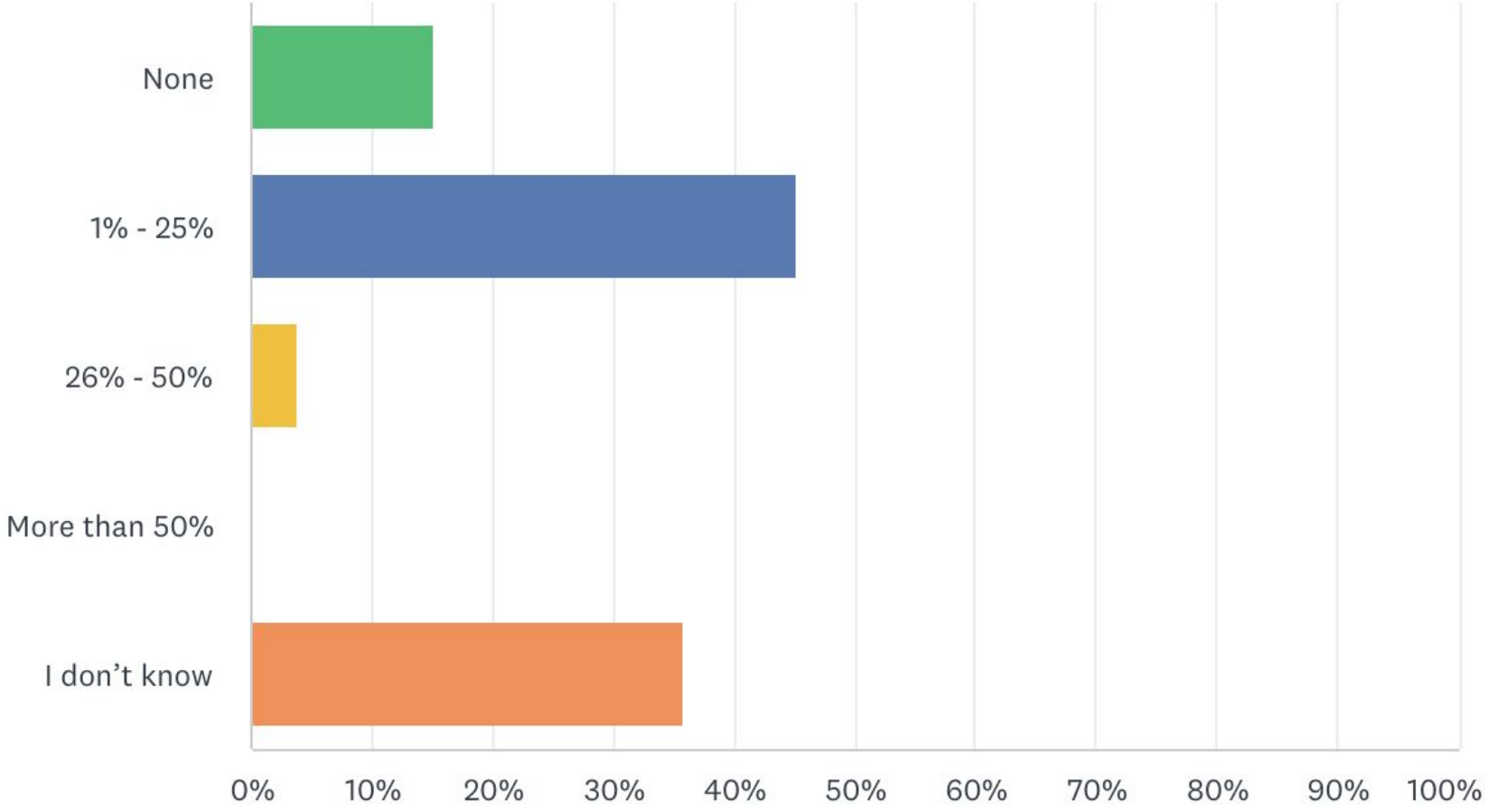
THR Grantees by the Data Continued

How many people on your board have experienced homelessness?

Answered: 53 Skipped: 7



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15 Minute Break

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Introduction of the 3 Pillars

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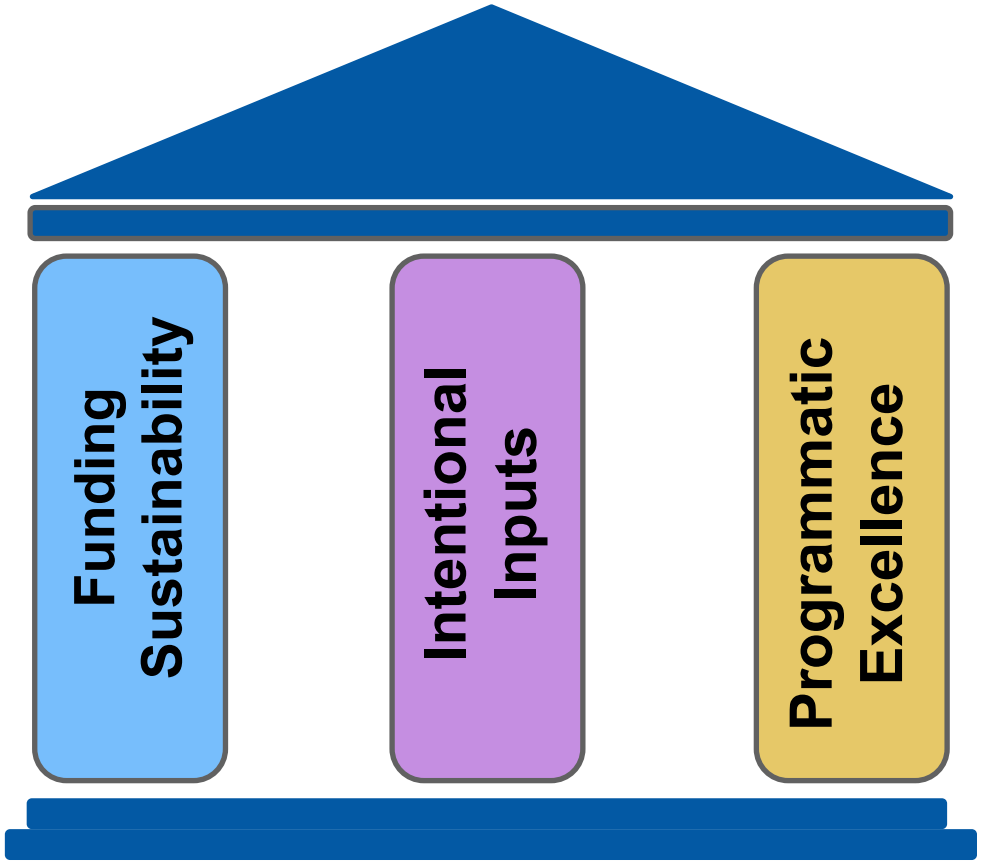
The LIFT Framework is supported by 3 pillars



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Questions about the LIFT Framework?

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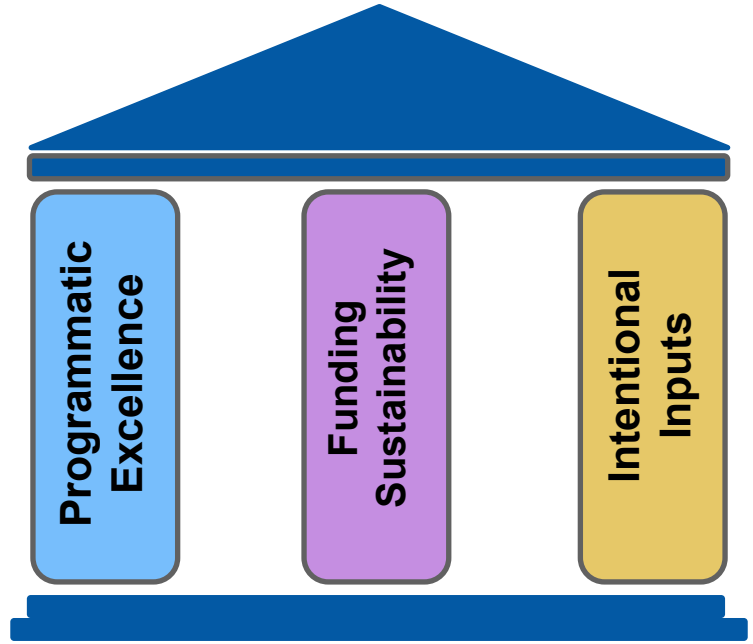
If you have questions, complete a card at your table OR submit a question via this QR code:



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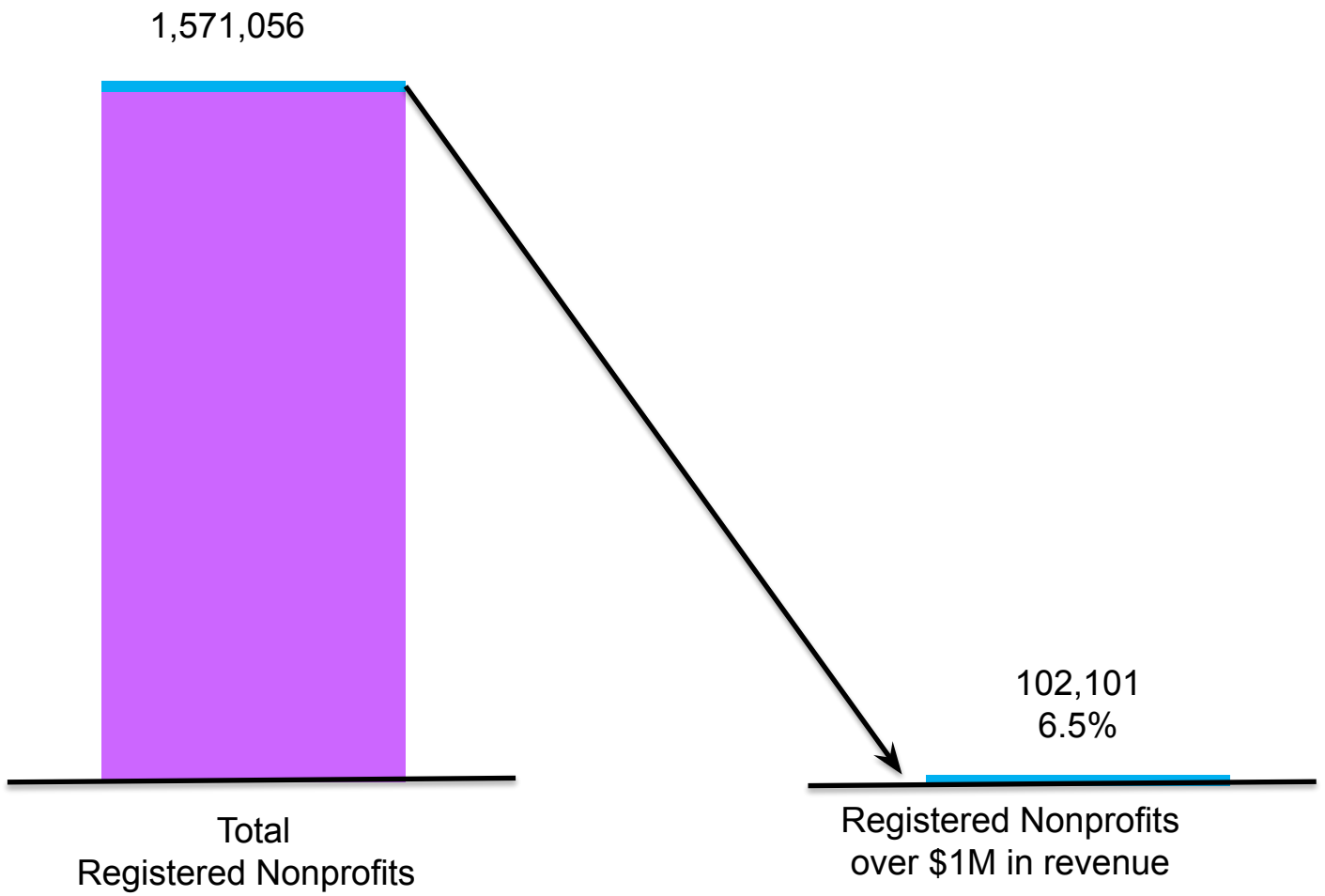
The nonprofit landscape



Source: National Center for Charitable Statistics

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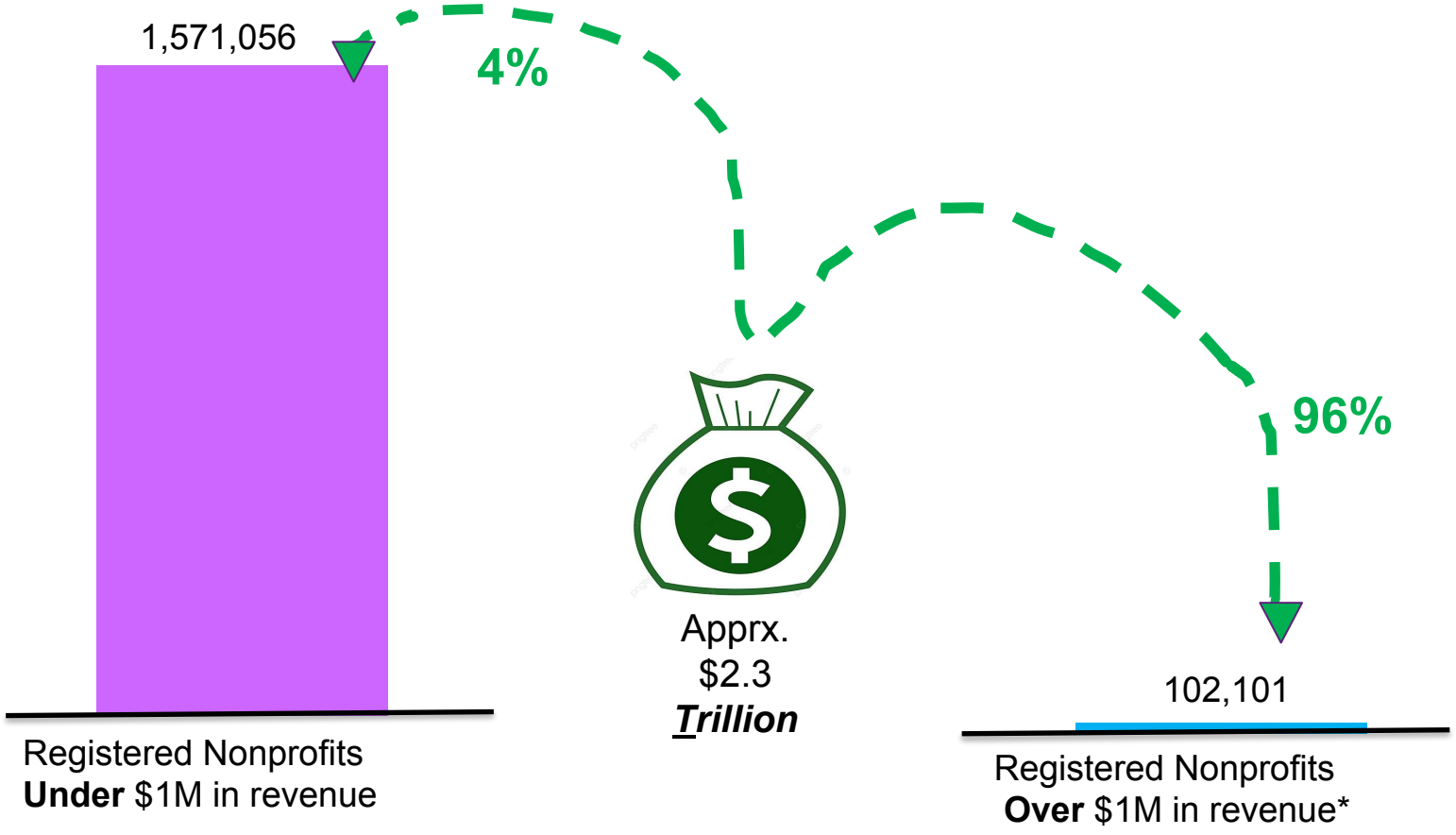
The nonprofit revenue landscape



Source: National Center for Charitable Statistics
Note: Includes hospitals and post-secondary education

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Revenue Sources of US based Nonprofits

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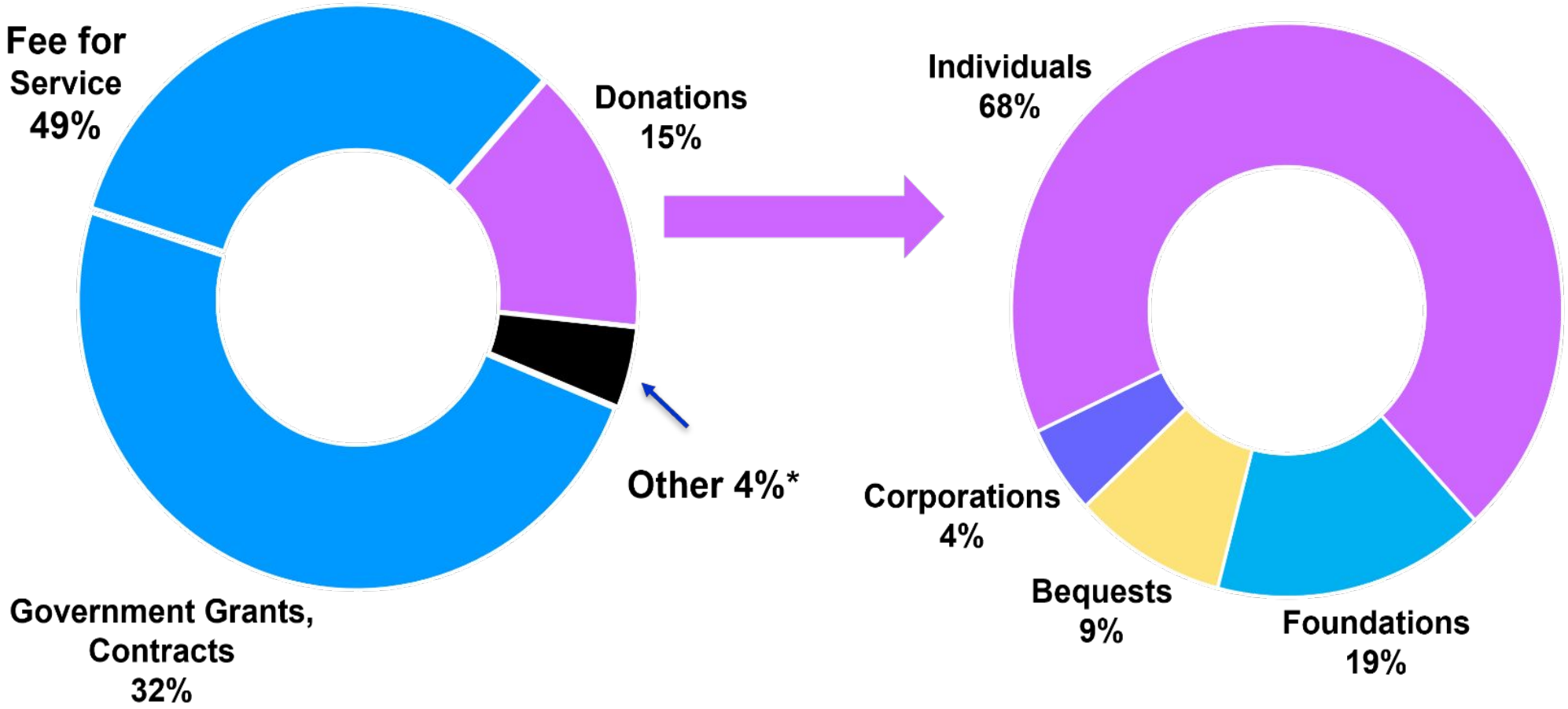

In 2023, Americans give over $570 Billion to US Charities

Source: National Center for Charitable Statistics and Giving USA
Note: Investments, royalties, etc.

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Philanthropy has been on a downward trend

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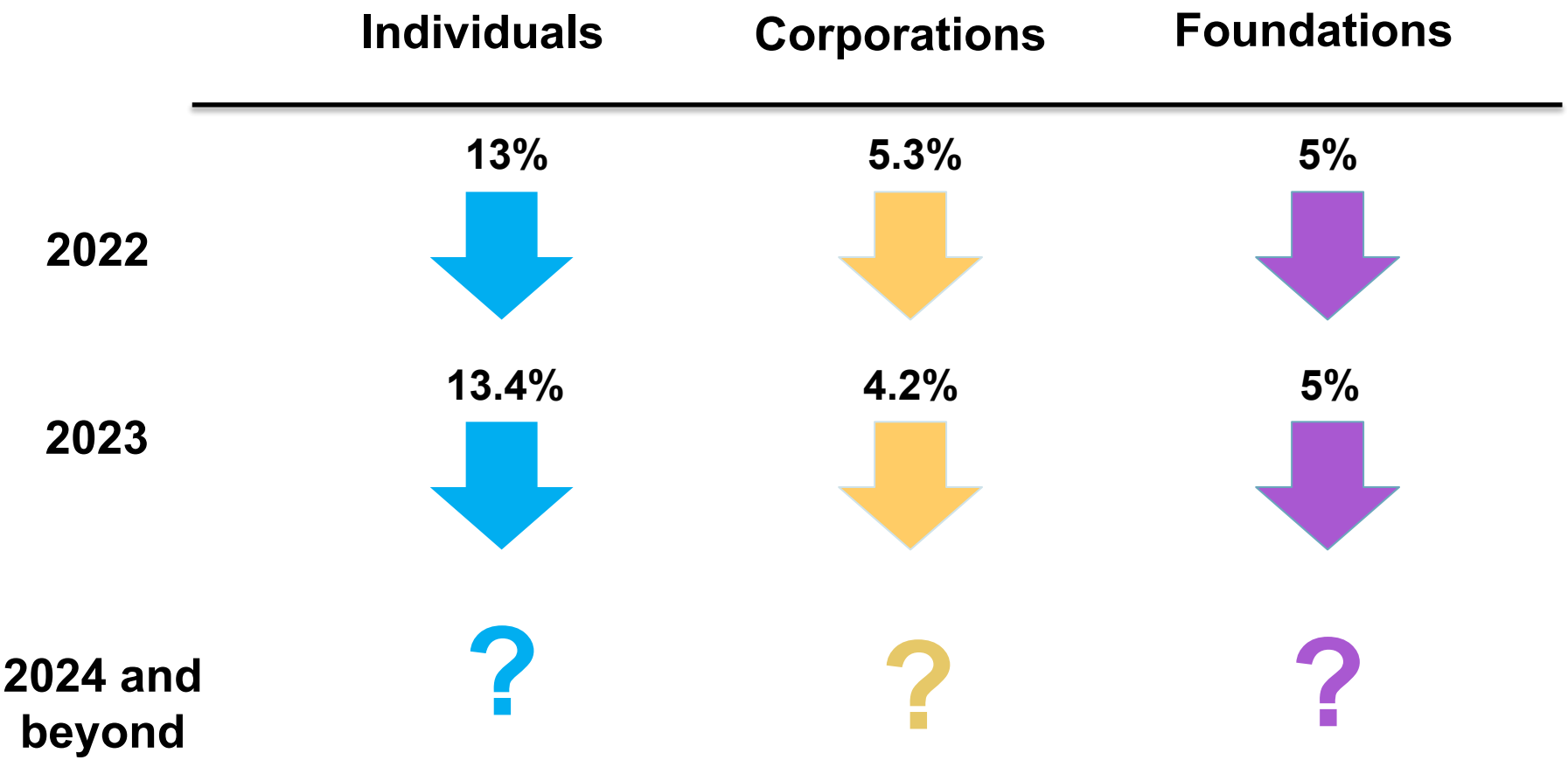

Source: Lilly Family School of Philanthropy, Giving USA. All figures adjusted for inflation.

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The future of philanthropy is increasingly uncertain

"Plans are nothing, but planning is *everything*"

- Dwight D. Eisenhower

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Planning for financial sustainability

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1. **Determine where you are**
    a. Financial Self Assessment Process

2. **Evaluate what is available**
    a. Revenue
        i. Defining the Landscape

3. **Determine the path forward**
    a. Revenue
        i. Prospecting the Landscape

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Intentional Inputs

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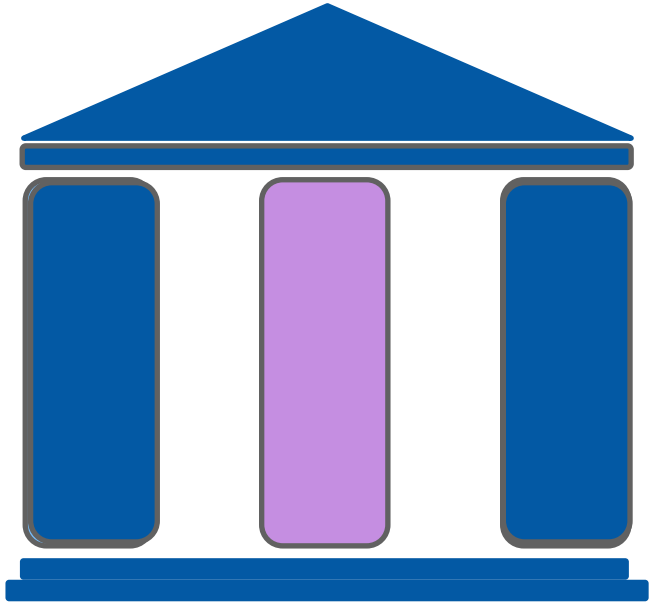

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Incorporating & Engaging Lived Experiences

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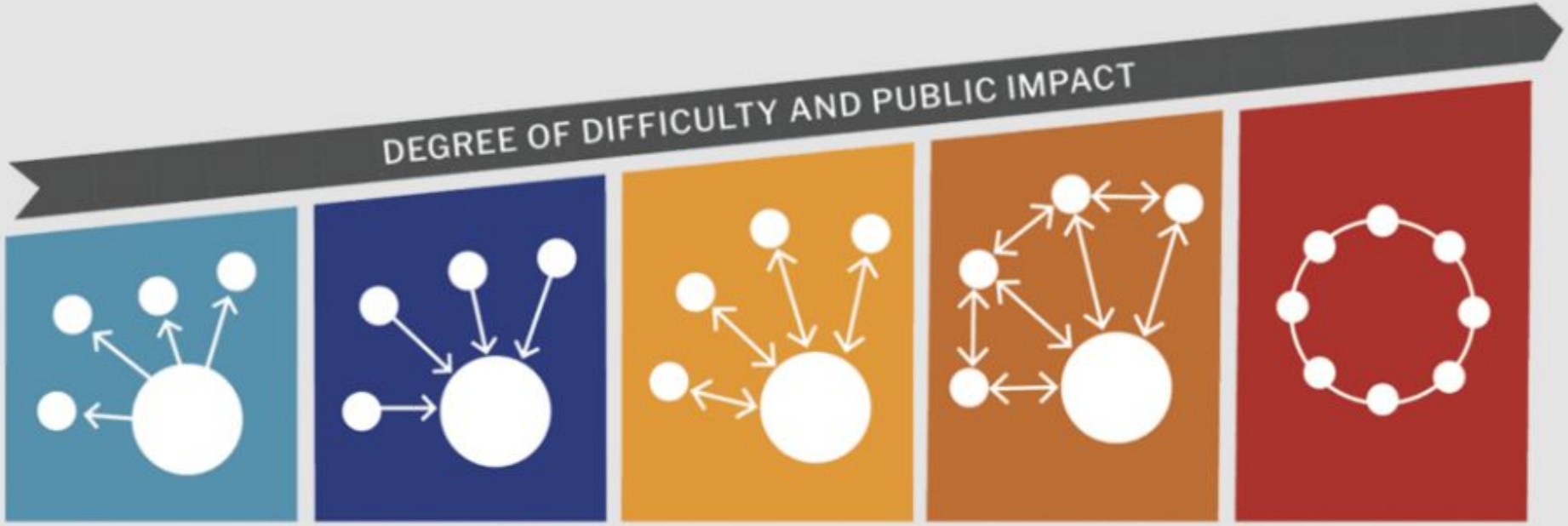

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Cultivating Community Champions

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Calling all business, civic, and community members who want to be part of the solutions for our community!

Let's Work Together

SHG Advisors, a Colorado-based consulting firm, is working with Pitkin County to develop actionable steps to address the current and potentially growing number of homeless individuals in the community. We want to understand the challenges, as well as any actions you have taken to overcome them. **We are identifying and equipping Community Champions (including but not limited to representatives from businesses, policymakers, law enforcement, service providers, faith-based organizations, developers, Homeowner Associations, libraries, schools, advocates, healthcare institutions) to serve as public positive promoters of this work to:**

- Support positive changes and messaging to the larger community
- Share what they are hearing in the community
- Assist with developing recommendations that are realistic for Pitkin County

Community Champion Expectations

Community Champions will meet 3-5 times between November 2024 and June 2025. Meetings will primarily be virtual and never more than 2 hours. Meetings will be scheduled at a convenient time for the majority of selected Champions.

Complete this form or scan the QR code to apply to be a Community Champion!

Submit applications by Friday, October 18th, 2024.

Please send questions to Summer Gathercole, the consultant engaged for this work, at summer@shgadvisors.com.

Positively Promote the Work

Collect Information

Serve as a Sounding Board

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Understanding Stakeholders in Context

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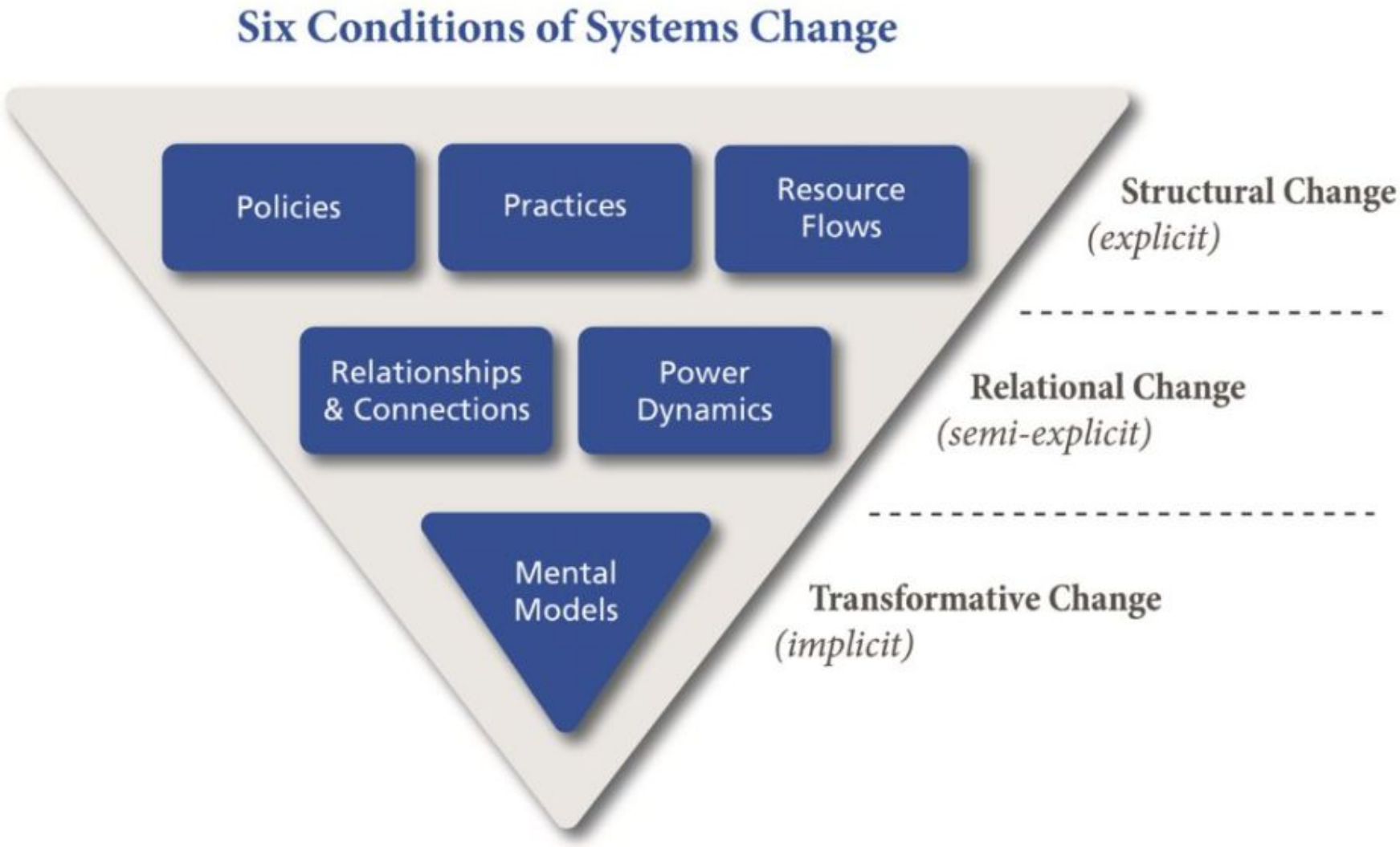
Multiple Levels of Systems Change



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What does Programmatic Excellence Look Like?
Making homelessness "Rare, Brief, and Nonrecurring"

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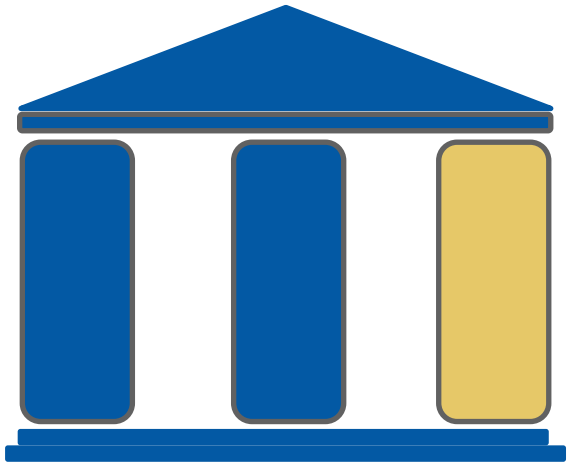
- How many people exit your program to housing versus homelessness? → **Rare**
- How quickly are we able to house people? → **Brief**
- How many people return to homelessness once they are housed? → **Nonrecurring**



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Prioritize Staff Excellence

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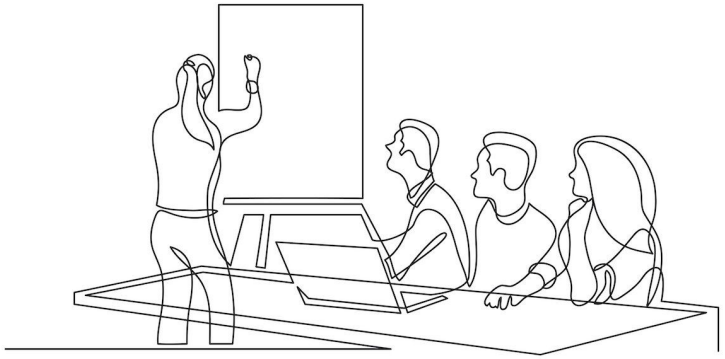
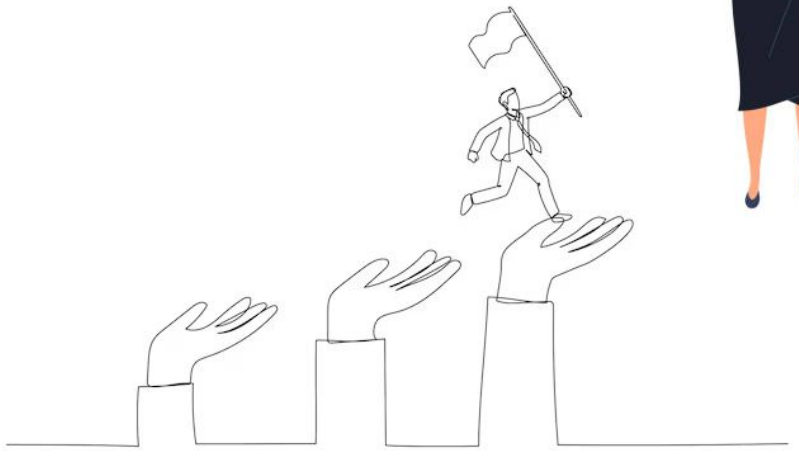


Staff Development & Standards

Staff Support & Wellbeing



Creating Leadership Pipelines

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Ensure Operational Excellence

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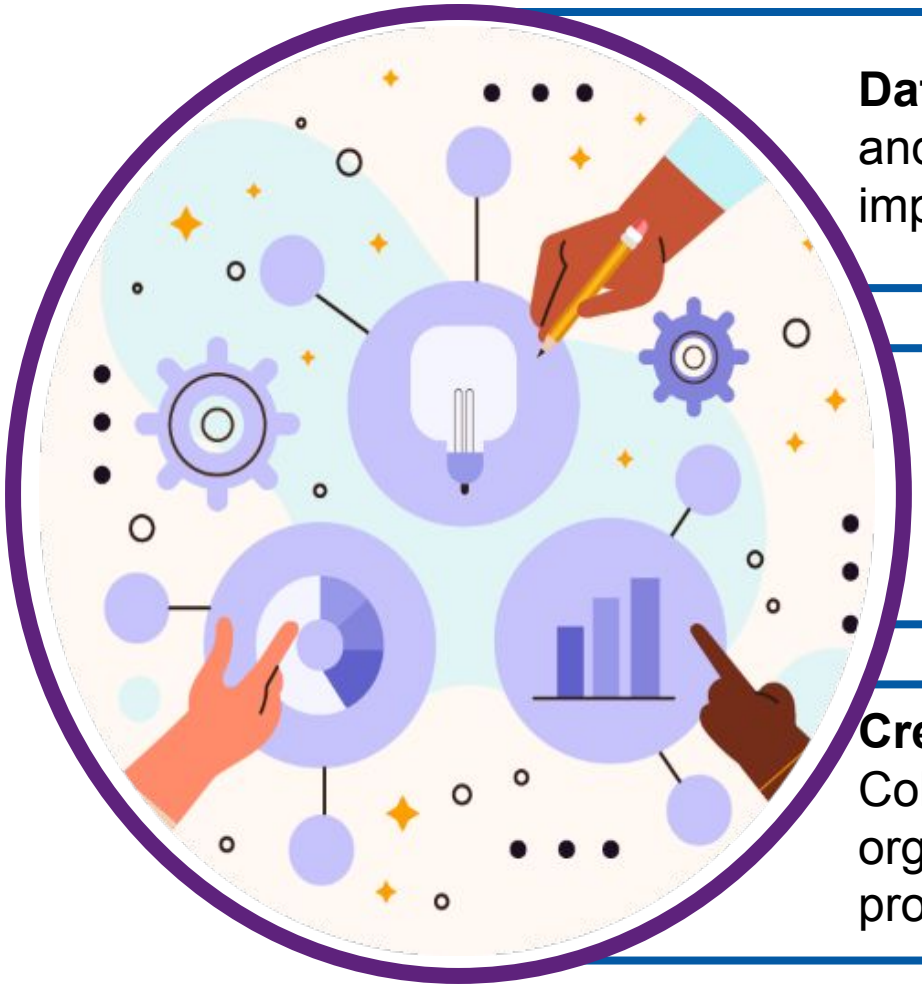

Data-Driven Improvement – Use data and community insights to measure impact and adjust strategies as needed.

Integrate Services – Coordinate housing, health, mental health, and job support; co-locate when possible.

Create Strategic Partnerships – Collaborate with agencies and organizations to expand capacity and provide holistic support.

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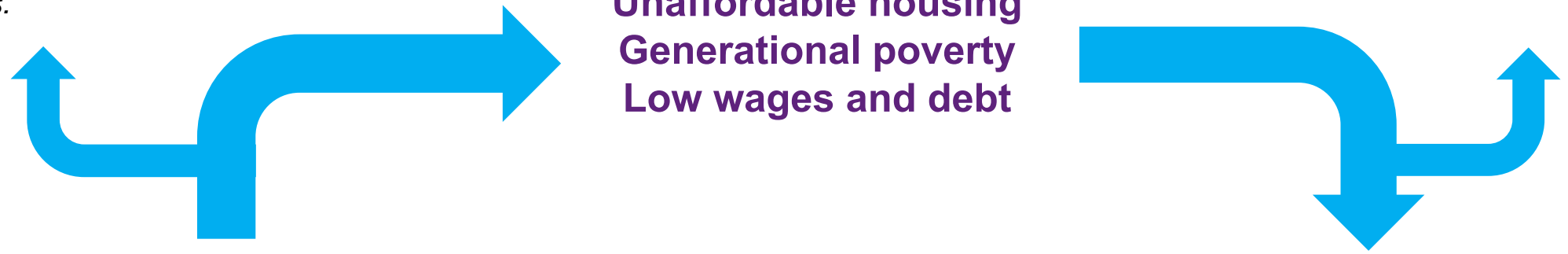
Create System Excellence

House people and THEN connect them to long-term care, harm reduction services, and community-based wellness supports.

Unaffordable housing
Generational poverty
Low wages and debt

Focus on strong housing navigation that braids in income-building programs, eviction prevention, and other stabilization services with a focus on maintaining housing.



Chronic issues of health, substance use, and premature death

Housing instability
Lack of services
Creation of barriers

Partner with diversion programs, provide trauma-informed care, and expand access to behavioral health services without creating preconditions to housing.

Overrepresentation in criminal justice, mental health, and addiction

Design low-barrier, person-centered services that build trust and reduce red tape. Build trust and center connection to housing as the main goal.

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Planning for Program Excellence

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1. **Determine where you are**
   a. Review HMIS exits to permanent housing (exits to permanent housing, time from program entry to housing, housing sustainability)
2. **Evaluate pain points & what is possible**
   a. Assess staffing (workload, retention, competitive pay, training)
   b. Understand internal and external inputs
   c. Understand financial needs & create plan
3. **Determine the path forward**
   a. In order to implement evidence-based practices to increase targeted outcomes

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Deeper Pillar Exploration

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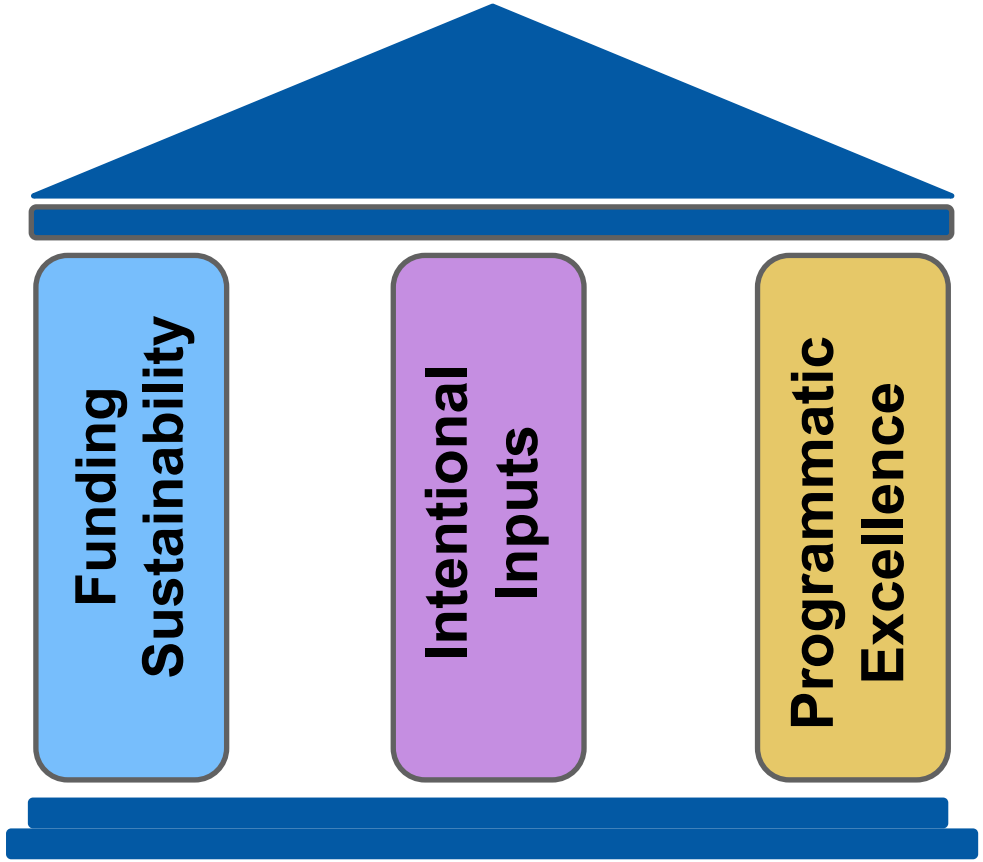

Breakout #3 - 2:15 - 3:15pm
- The Antique Shoppe #2

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Break and Grab Lunch

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Panel Discussion with Funders

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Your Philanthropic Panel

LIFT ACADEMY
Learning Initiative for Fighting Homelessness Together

Mabel Alvarez
Nonprofit Finance Fund

Kelly Forstbauer
The Colorado Trust

Sara Nadelman
Harlech Consulting

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Break / Transition to Breakout

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Let's hear what you discussed this afternoon!

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Learning Initiative for Fighting Homelessness Together

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Please complete the evaluation.

LIFT ACADEMY
Learning Initiative for Fighting Homelessness Together

This evaluation of the full LIFT Off! day is

only available online:

Sharing your contact information is optional, however, 1 randomly selected survey respondent will receive a $100 gift card.

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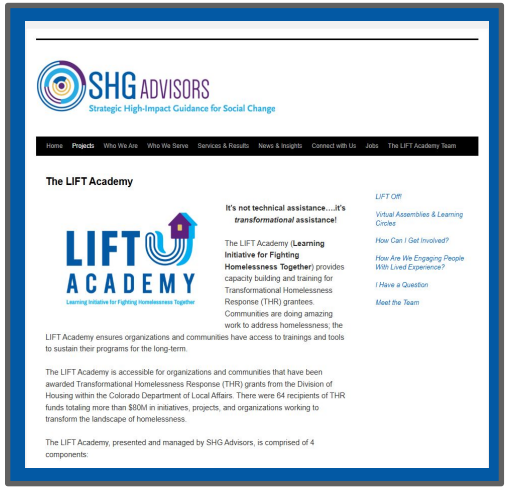
What to Expect Next

LIFT ACADEMY
Learning Initiative for Fighting Homelessness Together

- **From Today:**
  - Slides and Recording posted on Lift Academy Homepage

- **Going Forward:**
  - Curriculum announcement soon
  - Announcements:
    - Learning Circles
    - Virtual Assemblies
  - Contacts
    - 1-on-1 Transformational Assistance (TA)

https://shgadvisors.com/the-lift-academy/



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Strategic High-Impact Guidance for Social Change